



Inclusive Excellence Menu of Options, 2019-2020, Faculty & Staff

Each member of the Stonehill Community is required to participate in two professional development opportunities during the 2019-20 academic year. One is a shared, required session (one session is aimed at staff, one at faculty). The second can be chosen from the below menu of options, or can be an opportunity you identify as personally relevant. Upon completion, please fill out the **Inclusive Excellence External Attendance Documentation** so that we may both track attendance and share useful resources with the community. If you have questions, please contact Lily Krentzman, Director Human Resources; Natasha Anderson, HR Partner for Diversity, Inclusion & Equity; Phyllis Thompson, Director of the Center for Teaching & Learning; Latesha Fussell, Director of Intercultural Affairs; or Shani Turner, Assistant Professor of Psychology & Center for Teaching & Learning Fellow.

Internal Sessions for Required Inclusive Excellence Session for 2019-2020 (all must attend):

For Staff

Creating an Inclusive Campus: Skills & Practice; November 7, 2019; 10am-12pm or 1-3pm; or January 27, 2020, 10am-12pm or 1-3pm

Presenter: Amit Taneja, Dean for Diversity, Equity and Inclusion at the College of Holy Cross

This workshop will take diversity and inclusion from theory to practice; it will help participants to develop or enhance skills to be active up-standers and effective allies (e.g., what to say to interrupt micro-aggressions, how to intervene when witnessing harassment or discrimination, etc.). Participants will actively solve dilemmas in a safe and judgement free space so that they can develop or enhance their skills in responding to difficult situations.

[Register for your session here.](#)

For Faculty

Teaching Excellence: Foundations of an Inclusive Practice; August 22, 2019; 2-5pm; Pettit Auditorium

Presenter: Dr. Chavella Pittman, Owner and Consultant at Effective & Efficient Faculty

Inclusive teaching is important to the retention and success of diverse students. In an interactive format, faculty will be introduced to the foundational practices of inclusive teaching. Each of these practices represent the starting point for instructors' inclusive teaching improvement and growth.

Internal Options for Second Required Inclusive Excellence Session for 2019-2020:

For Staff

Interview & Search Committee Training for Staff: October 14, 2019; 9-10am or February 10, 2020; 10-11am; MT250/251

Presenters: David Bamford, Institutional Investigator/Compliance Specialist

Natasha Anderson, HR Partner for Diversity, Inclusion & Equity

Staff members are often asked to serve on search committees in various capacities related to the hiring process. Some of the topics we will discuss include unconscious bias, protected characteristics, legal guidelines and behavioral interviewing. This session will help you to:

- *Understand how to successfully work as a committee during the recruitment review, evaluation, and selection process for new hire.*
- *Gain insight on how the College's mission drive hiring decision.*
- *Learn how to effectively use the interview process to ensure a fair, equitable, and successful search.*



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[Register for your session here](#)

For Faculty

“Deep Teaching” Small Group Workshop, October 15, 2019

Presenter: Bryan Dewsbury, University of Rhode Island

Description TBA.

Book Club: “Reading Race, Class, and Gender: Finding Words for the Unspeakable,” monthly meetings

Presenter: Phyllis Thompson, CTL Director and Shani Turner, Psychology & CTL Fellow

Over the course of the year we will read and discuss seven recent influential books by public intellectuals.

Learning Community: “CTL Curriculum Development Fellowship,” 2019-2020

Presenter: Phyllis Thompson, CTL Director and Shani Turner, Psychology & CTL Fellow

Year-long learning community dedicated to renovating the syllabus for an intro-level class and re-considering teaching practices and policies.

Diversity, Equity, and Inclusion One-on-One Consultation on Your Syllabus or Teaching Practices

Presenter: Phyllis Thompson, CTL Director, Shani Turner, CTL Fellow, or Library Staff

Discuss possibilities for updating your materials, policies, or teaching strategies.

For Staff and/or Faculty

Compassion in Action: Empathy as a Path to Inclusivity, Date & Time TBA

Presenter: Rachel Jessica Daniel, Assistant Professor, Massasoit Community College

The pursuit of a “more just and compassionate world” begins with recognizing the personal power we have to create inclusive communities. In a 2014 TEDxBeaconStreet Talk, Vera Myers, the Vice President of Inclusion Strategy at Netflix, stated, “diversity is being invited to the party; inclusion is being asked to dance.” This workshop not only recognizes the power each participant has to invite someone to ‘dance’; we also will consider how we can ensure that everyone feels empowered enough to plan the party. Through writing exercises, small group conversation, and storytelling, we will work on strategies to identify, acknowledge, and celebrate our differences, while recognizing the “inherent dignity of each person.”

Your Role in a Diverse, Equitable, and Inclusive Campus: Shaping a Pathway for Resource Discovery, October 8, 2020, 9-11am

Presenter: Heather Perry, Reference Librarian

As our experiences of diversity, equity, and inclusion evolve, there are many opportunities for discovering, understanding, and implementing ideas and best practices that can help our students experience belonging. Join us to learn about resources that can increase your personal knowledge while helping you navigate the sometimes complex and sensitive knowledge base necessary for the foundation of a truly inclusive campus. This session will help participants discover new strategies and pathways for enriching their own understanding of DEI while also acknowledging the potential for professional applications.

What Is Neurodiversity and Why Are We talking About It? Date & Time TBA

Presenter: Robbin Beauchamp, Director of Careers and Co-ops at Wentworth Institute of Technology



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Learn what neurodiversity is and why everyone is talking about it. Every college campus has neurodivergent students on it. Do you know how to best advise and support these students? Attend this workshop and come away with tools to help you help this unique student population.

Whose Identity: Placing Stonehill in the Context of Southeastern Massachusetts's Native American History, Spring 2020

Presenter: Jonathan Green, Archives

Whether you realize it or not, Stonehill is a part of southeastern Massachusetts's rich, albeit complicated Native American history. Stone House Hill and the legend surrounding King Philip's Cave not only anchor Stonehill to that history, but also explain why, not long after its incorporation in 1948, the college found itself juggling facts, myths, stereotypes, and misconceptions to shape its own identity. Despite the many challenges that resulted from this juggling act, Stonehill inextricably remains a part of Wampanoag and Massachusetts history. Both the challenges it faced and its connection to Native American history suggest Stonehill has a bigger part to play in contemporary dialogue with Native communities.

This program explores Stonehill's connection with Wampanoag and Massachusetts history. Furthermore, the program considers Stonehill's role in addressing contemporary issues facing Native American communities in Massachusetts and across the nation. In doing so, the program touches on stereotypes, biases, cultural appropriation, assimilation, and othering as they apply to Native Americans' interactions and relationships with non-Natives.

SafeZone Training, Date & Time TBA

Presenter: Intercultural Affairs Staff

This program is designed to educate those who want to serve as allies to individuals who are lesbian, gay, bisexual, and transgender (LGBT). Community members participate in Safe Zone workshops to better understand information, terms, and experiences of those who identify as LGBT. At the conclusion of the workshop, individuals may choose to post a "Stonehill Safe Space" card on their door. This card symbolizes that the person has engaged in conversations to serve as a resource for LGBT community members. We reserve the "Stonehill Safe Space" cards particularly for those who attended a training at Stonehill because we have conversations unique to our Catholic identity and mission.

Moving Beyond Talk: Practicing Allyship, Date & Time TBA

Presenter: Intercultural Affairs Staff

To be an ally to a community is more than simply believing that underrepresented groups deserve equal rights and respect. Being an ally is about being an active agent of change in promoting equity and inclusion. For this workshop, participants will engage in dialogue about what it means to truly serve as an ally to underrepresented groups. This training is open to faculty, staff, and students.

Supporting First-Generation College Students, Date & Time TBA

Presenter: Intercultural Affairs Staff

During this interactive session, participants will be encouraged to reflect on their own personal narratives while also gaining a greater understanding of the issues that face First-Generation College Students both here at Stonehill and beyond. Participants will learn about the struggles that first-gens face while navigating the higher-education system. The session will close with a discussion on how to create an inclusive yet diverse campus.

Trans* 101, Date & Time TBA

Presenter: Intercultural Affairs Staff



This entry-level session is designed to offer participants a deeper understanding of transgender and non-binary gender identities. Participants will learn basic language, history, and data related to trans college students.*

[Online Options through Stonehill's Hoonuit e-Learn Site:](#)

Diversity & Inclusion

[Click here to begin](#)

Embracing diversity and fostering an inclusive workplace or school is a key element in boosting morale, elevating creativity and problem-solving, and building successful organizations. This learning module discusses what diversity is, how to be more culturally competent, and why that matters, and relays advice from experts on how to take steps toward an inclusive, welcoming environment. By the end of this learning module, the learner will be able to:

- *Understand what diversity and inclusion mean*
- *Be able to take steps toward a diverse and inclusive work/school environment*
- *Know what groups are protected under federal law*

Communications between Latino and Majority Communities: Cultural Perspectives for Increased Success

[Click here to begin](#)

The Latino community is the largest, fastest growing community in the United States, but unfortunately, its collective voice oftentimes goes unheard, its members dismissed and marginalized by the Euro-centric majority culture. The communication between "people of color" and this majority is highly dysfunctional; flawed communication can only lead to flawed results, including educational disparities. It will never inspire partnership and collaboration. In this module, expert Hector Garcia explores Latino immigration in America, discussing the roots of racism, the federal regulations and restrictions that shape the immigrant experience, the sources and effects of miscommunication between cultures, and what can be done to remedy the situation and ensure that Latino and other immigrant communities are given equal respect and consideration. By the end of this learning module, the learner will be able to:

- *Recognize the concept of "race" as a pseudo-scientific social construct.*
- *List the ways in which the Latino and other minority cultures are marginalized in the United States.*
- *Describe how the elimination of racial classifications may affect American society.*

[Menu of External Inclusive Excellence Options for Second Requirement or Self Improvement:](#)

New England HERC Fall Diversity Conference, Thursday, November 14, 2019; Suffolk University

Details will be announced as they become available.

Stonehill College and therefore all faculty and staff are members of [NE-HERC](#) so anyone can create a username and password for access to this conference and all other resources.

HERC Webinars On-Demand:

Some samples of webinars available on-demand below. More on the website of [NE-HERC](#).

- *HERC & NADOHE Joint Webinar: Strategic Diversity Recruitment*
- *Disability: the "D" in Diversity*



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- *Developing a Diversity Scorecard*
- *Building Diverse Applicant Pools*
- *Search Advocates” Promoting Diversity & Mitigating Bias on University Search Committees*
- *Digital Attacks on Diverse Populations & Institutional Inclusion*
- *Allies at Work: Recruiting & Retaining LGBTQ+ Employees*
- *Bullying & Career Ascension for Women*
- *In addition, many more!*

[An Evening of Diversity & Inclusion](#), Part of Biotech Week Boston (9/10/19, 5:30-pm)

Diversity Training Classes & Seminars in offered by [TrainUp](#)

Diversity & Inclusion through [Art Tour for Parents](#) (9/25/19, 4pm)

DEI-related sessions at your discipline-specific annual conference

**Be creative: check sites like [Eventbrite](#) for Boston area
diversity-related trainings and events**